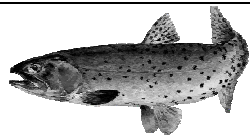




The California Department of Fish & Game Invites you to take the Departmental Promotional Examination for Fish Habitat Supervisor



FINAL FILING DATE: May 22, 2009
(Application must be postmarked by this date)



Department of Fish and Game employees are committed to managing and protecting California's diverse wildlife and the habitats upon which they depend.

Position Information

Position Description: A Fish Habitat Supervisor either (1) supervises a fish habitat improvement shop; or (2) has charge of stream and lake improvement activities.

Salary Range: \$4312 - \$5239

How to Apply for this Examination

Where to Mail: The State Examination Application (Form 678) must be POSTMARKED by the U.S. Postal Service no later than the final filing date. Applications POSTMARKED, PERSONALLY DELIVERED, OR RECEIVED VIA INTER-OFFICE MAIL, after the final filing date will not be accepted. Applications may be filed in person or by mail at:

Department of Fish and Game
Attention: Exam Unit
1416 Ninth Street, Room 1217B
Sacramento, CA 95814

How to Get an Application: Obtain a State Application (Form 678) at Employment Development Department (EDD) offices, at Department of Fish and Game offices, or you can download one from the web at www.spb.ca.gov/jobs/stateapp_adobe.htm.

Who Should Apply:

1. Applicants must have a permanent civil service appointment with the Department of Fish and Game as of the final filing date, in order to participate in this examination; or
2. Must be a current or former employee of the Legislature for two or more years as defined in Government Code 18990; or
3. Must be a current or former non-elected exempt employee of the Executive Branch for two or more consecutive years as defined in Government Code 18992; or
4. Must be a person retired from the United States military, honorably discharged from active military duty with a service-connected disability, or honorably discharged from active duty as defined in Government Code 18991.

For applicants under Items 2, 3, or 4, if promotional examinations are given by more than one department for the same classification, the applicant must select one department in which to compete.

Note: If you applied for the previously advertised examination with the final file date of December 26, 2008, you do not have to submit a new state application (Std 678).

Accommodations for Persons with Disabilities:

If you have a disability and need special testing arrangements, mark the appropriate box in Part 2 of the "Examination Application". The Exam Unit will contact you to make specific arrangements.

Requirements for Admittance to the Examination

Minimum Qualifications for Admittance:

Qualifying experience may be combined on a proportionate basis if the requirements stated below include more than one pattern and are distinguished as Either "I", "II", or "III", etc. For example, candidates possessing qualifying experience amounting to 50% of the required time of Pattern I, and additional experience amounting to 50% of the required time of Pattern II, may be admitted to an examination as meeting 100% of the overall experience requirement.

EITHER I: One year of experience in the California state service performing duties comparable to those of a Fish Habitat Specialist.

Or II

Two years of experience in the California state service performing duties comparable to those of a Fish Habitat Assistant.

Or III

Four years of experience in the natural resources field such as parks, forestry, or fish and wildlife, performing construction and maintenance work on fish habitat development projects, at least two years of this experience must have been in a lead person capacity. (Experience in the California state service applied toward this specialized two years of experience must be in a class with a level of responsibility equivalent to Fish Habitat Specialist.) **AND**

EDUCATION: Equivalent to completion of the 12th grade.

Special Personal Characteristics:

Willingness to live and work throughout the State; willingness to work unusual hours and on Saturdays, Sundays and holidays.

Special Physical Characteristics:

Ability to swim at least 50 yards and to stay afloat at least five minutes. Ability to lift 40 pounds.

Make Sure you Also Meet These Conditions:

All applicants must meet the experience requirements for this examination and have a permanent civil service appointment with the Department of Fish and Game as of **May 22, 2009**, to take this examination.

Applications/resumes require employment history information including "to" and "from" dates (month/day/year), time base, and if applicable civil service class titles. Applications/resumes received without this information MAY BE REJECTED because of incomplete information.

Examination Information

Type of Examination:

This examination consists of a qualifications appraisal interview weighted **100.00%**. To obtain a position on the eligible list, you must attain a minimum rating of **70.00%**. **COMPETITORS WHO DO NOT APPEAR FOR THE INTERVIEW WILL BE DISQUALIFIED.** Accepted applicants are required to bring either a photo identification card or two forms of signed identification to each phase of the examination.

Interview Dates:

It is anticipated that the interviews will be held during July 2009/August 2009.

Examination Locations:

Written tests and oral interviews are ordinarily scheduled in Sacramento, Los Alamitos, Napa, Redding, and Fresno. However, interview locations may be limited or extended as the number of candidates and conditions warrant.

Scope of Examination:
(STUDY THIS to prepare for examination)

- A. Knowledge of:
1. Principles of fisheries management in California.
 2. Stream, lake, and reservoir habitat improvement methods and procedures.
 3. Design, construction, methods and materials and installation of fish screens, ladders, and traps (e.g. Department of Fish and Game (DFG) and National Oceanic and Atmospheric Administration (NOAA) screen and fish passage criteria).
 4. Laws, regulations and departmental policies and guidelines relating to fisheries management and conservation (e.g. California Environmental Quality Act (CEQA) and California Endangered Species Act (CESA), as it pertains to environmental permits and compliance).
 5. Fisheries survey and management techniques.
 6. Fish rescue and release techniques.
 7. Principles of supervision, personnel management, training and safety.
 8. The Department's Equal Employment Opportunity Program (e.g. Bilingual Services Program, Limited Exam and Appointment (LEAP), Reasonable Accommodation, and discrimination complaint process) objectives.
 9. A supervisor's role in the Equal Opportunity Program and the processes available to meet equal employment opportunity objectives.
 10. Writing contracts and grants as covered in the State Administrative Manual.
 11. State and department procedures and policies on procurement.
 12. General fabrication materials and techniques.
- B. Ability to:
1. Communicate effectively.
 2. Supervise and perform a wide variety of skilled work involving metal fabrication, concrete, carpentry and the operation of construction equipment.
 3. Plan, organize, and direct the work of a staff at a field installation.
 4. Assist in budget preparation, keep records and write reports.
 5. Analyze situations accurately and take effective action.
 6. Establish and maintain cooperative relations with those contacted in the work.
 7. Effectively contribute to the Department's Equal Opportunity (e.g. Bilingual Services Program, Limited Exam and Appointment Program (LEAP), Reasonable Accommodation, and discrimination complaint process) objectives.
 8. Manage contracts and grants for habitat restoration.
 9. Work with other government agencies and private contracting firms.

Veterans Preference:

Veterans preference credit is not granted in promotional examinations.

Length of List Eligibility:

A departmental promotional eligible list will be established for the Department of Fish and Game. The list will be abolished 12 months after it is established unless the needs of the service and conditions of the list warrant a change in this period.

Questions?

If you have any questions concerning the Fish Habitat Supervisor examination or the testing process, please contact Elaine Johnson, Personnel Analyst with the Department of Fish and Game, Human Resources Branch at (916) 653-8120. You may also visit our website at www.dfg.ca.gov.

Additional General Information

IMPORTANT: What to do if you haven't received any notifications:

For Written Examinations: If you haven't received your examination notice three days prior to the written test date, it is your responsibility to contact the Department of Fish and Game, Human Resources Branch at (916) 653-8120.

For Examinations Without a Written Feature: If you haven't received your examination or progress notice four weeks after the final filing date, it is your responsibility to contact the Department of Fish and Game, Human Resources Branch at (916) 653-8120.

Remember, Examinations are Competitive

If you possess the entrance requirements stated on this bulletin, you may take this competitive examination; however, you aren't assured a place on the eligibility list. Your performance in the examination is compared to established rating criteria. All candidates who pass are ranked according to their scores.

How Qualifications are Rated:

General Qualifications for all Examinations: Candidates must possess essential personal qualifications including integrity, initiative, dependability, good judgment, ability to work cooperatively with others, and a state of health consistent with the ability to perform the assigned duties of the class. A medical examination may be required. In open examinations, investigation may be made of employment records and personal history and fingerprinting may be required.

Additional List Information:

Eligible Lists: Eligible lists established by competitive examination, regardless of date, must be used in the following order: 1) subdivisional promotional; 2) departmental promotional; 3) multi departmental promotional; 4) servicewide promotional; 5) departmental open; 6) open. When there are two lists of the same kind, the older must be used first.

Promotional Examinations Only: Competition is limited to employees who have a permanent civil service appointment. Under certain circumstances other employees may be allowed to compete under provisions of Rules 234, 235, and 235.2. State Personnel Board Rules 233, 234, 235, 235.2 and 237 contain provisions regarding civil service status and eligibility for promotional examinations. These rules may be reviewed at departmental personnel offices.

Miscellaneous Information:

High School Equivalence: Equivalence to completion of the 12th grade may be demonstrated in any one of the following ways: 1) passing the General Education Development (GED) Test; 2) completion of 12 semester units of college-level work; 3) certification from the State Department of Education, a local school board, or high school authorities that the candidate is considered to have education equivalent to graduation from high school; or 4) for clerical and accounting classes, substitution of business college work in place of high school on a year-for-year basis.

The Department of Fish and Game reserves the right to revise the examination plan to better meet the needs of the service if the circumstances under which this examination was planned change. Such revision will be in accordance with civil service law and rules and all competitors will be notified.

California Relay (Telephone) Service for the Deaf or Hearing-Impaired

From TDD phones: 1-800-735-2929

From voice phones: 1-800-735-2922

THE DEPARTMENT OF FISH AND GAME OFFERS EQUAL OPPORTUNITY TO ALL REGARDLESS OF SEX, MARITAL STATUS, RACE, COLOR, RELIGION, POLITICAL AFFILIATION, NATIONAL ORIGIN, ANCESTRY, AGE, SEXUAL ORIENTATION, DISABILITY, OR MEDICAL CONDITION.

IT IS THE OBJECTIVE OF THE STATE OF CALIFORNIA TO ACHIEVE A DRUG-FREE STATE WORK PLACE. ANY APPLICANT FOR STATE EMPLOYMENT WILL BE EXPECTED TO BEHAVE IN ACCORDANCE WITH THIS OBJECTIVE BECAUSE THE USE OF ILLEGAL DRUGS IS INCONSISTENT WITH THE LAW OF THE STATE, THE RULES GOVERNING CIVIL SERVICE AND THE SPECIAL TRUST PLACED IN PUBLIC SERVANTS. APPLICANTS FOR STATE SERVICE ARE EXPECTED TO BE DRUG-FREE.